

By this Agreement, entered into this 16th day of February 1977,  
by and between:

THE BOARD OF TRUSTEES OF THE BLOOMFIELD PUBLIC LIBRARY, hereinafter  
referred to as "The Board", and

THE STAFF ASSOCIATION OF THE BLOOMFIELD PUBLIC LIBRARY, hereinafter  
referred to as "The Staff Association",

It is agreed between them as follows:

1. That the Salary Guide attached hereto and effective January 1, 1977, and approved and adopted by the Board on January 25, 1977, replaces all Salary Guides heretofore approved and adopted by the Board;

2. That the Salary Guide shall be in effect for a period of one year, beginning January 1, 1977 and expiring on December 31, 1977;

3. That the Salary Guide shall cover all full-time salaried employees of the Bloomfield Public Library, with the exceptions of the Director and the Assistant Director, whose salaries are fixed by the Board;

4. That while the Salary Guide will be in effect as of January 1, 1977, payment under that Guide will not begin until March 31, 1977, but will be retroactive to January 1, 1977;

5. That the amount due each employee for retroactive pay will be in one lump sum on March 31, 1977;

6. That the Longevity Provision which is a part of the 1977 Salary Guide shall be incorporated into the annual salaries of the employees to which it is applicable and shall be paid on a pro-rated basis as a part of each pay check; and,

7. That this Agreement is made expressly subject to conditions of employment as set forth in the Staff Manual of the Bloomfield Public Library, effective November 6, 1974, and the Amendment thereto dated April 8, 1976.

IN WITNESS WHEREOF, this Agreement is executed by the officers of the parties hereto the day and year first above written.

ATTEST:

Edward Unice  
Secretary

BOARD OF TRUSTEES OF THE  
BLOOMFIELD PUBLIC LIBRARY

Margaret H. Horn  
President

ATTEST:

Maria E. Proctor  
Secretary

LIBRARY  
Institute of Management and  
Labor Relations

THE STAFF ASSOCIATION OF THE  
BLOOMFIELD PUBLIC LIBRARY

Florence Hillman  
President

JUL 22 1977

RUTGERS UNIVERSITY

SALARY GUIDE -- EFFECTIVE 1-1-77

BLOOMFIELD PUBLIC LIBRARY

PROFESSIONAL POSITIONS

<u>Steps</u>	<u>Director</u>	<u>Assistant Director</u>	<u>Supervising Librarian</u>	<u>Senior Librarian*</u>	<u>Junior Librarian</u>	<u>Librarian Trainee</u>
1	\$19,610	\$15,370	\$11,236	\$10,388	\$9,222	\$7,526
2			11,766	10,812	9,593	7,844 ( 9 cr.)
3			12,296	11,236	9,964	8,162 (18 cr.)
4			12,826	11,660	10,335	8,480 (27 cr.)
5			13,356	12,084	10,706	
6			13,886	12,508	11,077	
7			14,416	12,932	11,448	
8			14,946	13,356	11,819	
9			15,476	13,780	12,190	
10	\$23,850	19,610	16,006	14,204	12,561	
			10 steps @ 530	10 steps @ 424	10 steps @ 371	4 steps @ 318
Incre- ment	Open	Open	530	424	371	318
Min.	\$19,610	\$15,370	11,236	10,388	9,309	7,526
Max.	\$23,850	\$19,610	16,006	14,204	12,561	8,480

Longevity Provision: \$200.00 following the completion of 15 calendar years of service, from the 16th through the 20th year; and further,

an additional \$200.00 following the completion of 20 calendar years of service, from the 21st through the 25th year; and further,

an additional \$200.00 following the completion of 25 calendar years of service, from the 25th through the 30th year.

\* Also Senior Librarian, Reference

Approved and Adopted January 25, 1977  
by the Library Board of Trustees

SALARY GUIDE -- EFFECTIVE 1-1-77

BLOOMFIELD PUBLIC LIBRARY

NON-PROFESSIONAL POSITIONS

<u>Steps</u>	<u>Admin. Secy.</u>	<u>Lib. Ex. Artist &amp; Aud. Vis. Sup</u>	<u>Sup. Lib. Asst.</u>	<u>Prin. Lib. Asst.*</u>	<u>Senior Lib. Asst.</u>	<u>Junior Lib. Asst.</u>	<u>Lib. Clerk Driver</u>	<u>Senior Bldg. Main. Worker</u>
1	9,434	8,586	7,738	7,208.00	6,678	5,830	5,830	7,208
2	9,858	9,010	8,109	7,552.50	6,996	6,095	6,095	7,526
3	10,282	9,434	8,480	7,897.00	7,314	6,360	6,360	7,844
4	10,706	9,858	8,851	8,241.50	7,632	6,625	6,625	8,162
5	11,130	10,282	9,222	8,586.00	7,950	6,890	6,890	8,480
6	11,554	10,706	9,593	8,930.50	8,268	7,155	7,155	8,798
7	11,978	11,130	9,964	9,275.00	8,586	7,420	7,420	9,116
8	12,402	11,554	10,335	9,619.50	8,904	7,685	7,685	9,434
9	12,826	11,978	10,706	9,964.00	9,222	7,950	7,950	9,752
10	13,250	12,402	11,077	10,308.50	9,540	8,215	8,215	10,070
	10 steps @ 424	10 steps @ 424	10 stps @ 371	10 steps @ 344.50	10 stps @ 318	10 stps @ 265	10 stps @ 265	10 steps @ 318
Min.	9,434	8,586	7,738	7,208.00	6,678	5,830	5,830	7,208
Max.	13,250	12,402	11,077	10,308.50	9,540	8,215	8,215	10,070

Longevity Provision: \$200.00 following the completion of 15 calendar years of service, from the 16th through the 20th year; and further,

an additional \$200.00 following the completion of 20 calendar years of service, from the 21st through the 25th year; and further,

an additional \$200.00 following the completion of 25 calendar years of service, from the 25th through the 30th year.

\*Also Principal Library Assistant and Telephone Operator; Principal Library Assistant, Typing; and Principal Account Clerk, Typing.

Approved and Adopted January 25, 1977  
by the Library Board of Trustees

ADDENDUM TO THE 1977 AGREEMENT BETWEEN THE BOARD OF TRUSTEES OF THE  
BLOOMFIELD PUBLIC LIBRARY AND THE STAFF ASSOCIATION OF THE BLOOMFIELD  
PUBLIC LIBRARY, SAID AGREEMENT BEING DATED THE 16th DAY OF FEBRUARY 1977

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STAFF MANUAL OF THE BLOOMFIELD PUBLIC LIBRARY

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AMENDMENT

The Board of Trustees of the Bloomfield Public Library and the  
Staff Association of the Bloomfield Public Library have agreed this  
23rd day of FEBRUARY 1977 to the following Amendment to the Staff  
Manual of the Bloomfield Public Library:

The Staff Manual of the Bloomfield Public Library, effective  
November 6, 1974, and amended April 8, 1976, is hereby further amended  
to delete No. 10e, the Longevity Provision in time, which has been  
replaced by the Longevity Provision in dollars specified in No. 6 of  
the Agreement between the Board and the Staff Association.

ATTEST:

Edward Uniss  
Secretary

BOARD OF TRUSTEES OF THE  
BLOOMFIELD PUBLIC LIBRARY

Margaret V. Olson  
President

ATTEST:

Bonnie E. McArthur  
Secretary

THE STAFF ASSOCIATION OF THE  
BLOOMFIELD PUBLIC LIBRARY

Florence Heilmann  
President